



To: Members of the Joint Interim Committee on The First Special Session of 2020

From: Sheriff Terry Rowan, President
Oregon State Sheriffs' Association

Chief Jim Ferraris, President
Oregon Association Chiefs of Police

Date: June 23, 2020

Re: Testimony re LC 49 – Police Arbitration Disciplinary Matrix Legislation

Good afternoon Co-Chairs Courtney and Kotek and members of the Joint Interim Committee on The First Special Session of 2020,

On behalf of the Oregon Association Chiefs of Police and Oregon State Sheriffs' Association, please accept this testimony in support of LC 49. Our goal is to ensure that policing in Oregon contributes towards a public safety system that is the most just in the United States.

LC 49 is designed to create clarity around the process of discipline for officers that violate standards of conduct necessary to retain public confidence in our policing mission. Local governments and police agency employers should set clear standards of acceptable conduct and have the ability to appropriately enforce these standards, when they are not met. If prohibited conduct is demonstrated and appropriately documented, the employer agency should have a clear path to administer the prescribed employment discipline- without fear a third party may overturn the established discipline for misconduct. We believe the clarity created by LC 49 will benefit everyone involved in the disciplinary process and will protect the vast majority of officers that serve our communities with bravery, honesty and excellence.

LC 49 provides an option for a law enforcement agency and their union to collectively bargain a disciplinary guide that identifies an acceptable range of discipline for misconduct. A discipline

guide provides clarity for both leaders and officers and recognizes that a range of discipline may be necessary based on aggravating and mitigating factors and the unique nature of the misconduct. The legislation insures that an arbitrator can't reverse the discipline decision of a law enforcement leader as long as the leader establishes that the misconduct occurred and that the discipline was in keeping with the disciplinary guide.

We support LC 49 and look forward to working with the legislature on additional measures to ensure that the objectives identified by bill are realized.

Thank you for your consideration!